## Factor Analysis NiceR € Friendly R 0.8 KindR≼ <del>8</del>.0 MR1 <del>0.7</del> LikableR CapableR 0.9CompetentR 0.9SkillfulR <del>8</del>.0 0.5EfficientR **←** Norms.Prestige Hierarchy Zero.Sum MR3 orms.Less.well.know 0.5Stealing.Ideas 0.4 0.3 Junior⊬ Conferences MR4 Seminar 0.7Cooperate 0.6 Collaborate